

Success Story

McCain Foods USA, Inc.

Othello Plant goes 100% Tobacco Free

Volume 1

July 1, 2005

Priceless

The Othello based worksite for McCain Foods, Inc. went 100% tobacco free, including all indoor and outdoor areas of the plant grounds, on July 1, 2005. The policy also applies to all company owned vehicles. Tobacco use in personal vehicles is not allowed on-site.

Laying the Groundwork: December 2004

▪ Tobacco Free Transition Committee formed

This broad based committee included staff from: administration, human resources, health and safety, shift managers and the production line as well as the plant nurse.

▪ Employee survey conducted

Of over 450 employees around 100 responded that they were tobacco users. Nearly half indicated some interest in cessation assistance.

▪ Technical assistance sought out

Plant Nurse, Jody Weber, contacted the Tobacco Prevention and Control Program Coordinator for Adams County to request technical support and information about cessation services and aids.

Second Steps:

▪ Team evaluates cessation support options

Team reviews information on available Nicotine Replacement Therapy and Pharmacotherapies

Hypnotherapy is researched and a therapist brought in to talk with the team. Management presents information on financial support and incentives.

▪ All-staff informational meetings - March 1

Meetings are offered at 8:00 AM, 2:00 PM and 3:00 PM to accommodate shift workers. Time spent in attendance is paid by McCain's. Spouses and other dependents are also invited to attend.

▪ Team members get support training

April 13, 2005: Plant Nurse and 6 Shift Managers, all members of the Tobacco Transition Committee, attend a 1 hour BTIS training and 3 hours of training on basic tobacco cessation counseling presented by Julie Thompson of DOH and Karen Potts, the TPCP Contractor for Adams County.

3 members of the counseling staff of Adams County Community Counseling are invited to participate and attend this training as well.

Jody, the Plant Nurse, attends an American Lung Association Freedom From Smoking training.



The policy:

Effective July 1, 2005, smoking and the use of tobacco products is prohibited at all times 1) on company property, 2) in vehicles and in facilities (buildings) on company property and 3) in company-supplied vehicles. The Tobacco-Free Workplace Policy applies to all employees of the McCain Foods Othello Facility. Additionally, all visitors, contractors and customers are required to comply with this Policy while on company property.

Cessation Assistance provided for all employees and their dependents:

- McCain's Employee Assistance Program (EAP) will provide assessment, counseling and referral services regarding cessation of tobacco use or personal problems.
- Living Tobacco-Free Reimbursement Program will reimburse up to \$250/year of employee cost for approved aids or programs related to tobacco cessation. Examples of eligible expenses:
 - ✓ Zyban or Wellbutrin
 - ✓ Nicotine Replacement Therapy
 - ✓ Hypnotherapy by a certified provider
 - ✓ Enrollment in a cessation program
- On-site hypnotherapy sessions for cessation
- On-site cessation classes and employee support group
- \$300 annual reduction in medical plan premium after 90 days tobacco-free

